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THE SELECTION AND EMPLOYMENT OF HIGH SCHOOL TEACHERS

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THE SELECTION AND EMPLOYMENT OF HIGH SCHOOL TEACHERS

I. Introduction

The following brief statement of the conditions and methods relating to selection and employment of teachers is offered with the belief that Boards of Education generally are desirous of doing the very best possible for their schools. As a rule they appreciate the importance and value of having well qualified teachers, but frequently find themselves at a loss to know just what to do or were to go to get the teachers they need. It is with a sincere desire to be helpful that this brief bulletin has been prepared and issued.

The writer has assumed that the elementary schools have been the first care of Boards, and that the best possible provision has been made for efficient instruction in the elementary grades. Indeed, many of the suggestions which follow would apply equally well in either case.

II. General Character of High School Work as Affecting the Selection of Teachers

The studies and exercises of the high school are much more varied in character than those of the elementary schools. This is due to the fact that the development of civilization has resulted in building up widely varying interests as represented in the field of learning. The necessity for wide variation in subjects taught is also apparent in the widely varying needs of the different occupations for which the schools are expected to prepare.

This state of things adds greatly to the problem of selecting high school teachers. The number of subjects offered in a given curriculum as well as the relationship existing among these subjects needs to be taken into consideration. The employment of all the teachers qualified to teach only a few common subjects, as language and history, or mathematics and physics, will leave some important subjects entirely unprovided for. Teachers should be so selected as to provide as equitably as possible for the teaching of all subjects offered in the curriculum.

III. Qualifications Demanded of High School Teachers

The very nature of the subjects to be taught in high schools calls for a high grade of scholarship. Here the thought processes are to be

developed and the pupils taught to find out the truth for themselves in the study of books and of nature. Above all, ideals of good scholarship are to be inculcated, a process for which no mere smattering of the subjects to be taught can possibly qualify the teacher.

At the same time it is quite as desirable that the teacher possess those personal qualities which are essential in those who are to undertake the control and direction of the activities of high school girls and boys. Teachers should therefore be selected for the quality and strength of character which they are found to possess.

Thus scholarship and personality become the prime considerations. Of course there is an advantage in favor of the teacher who has, along with these qualities, a reasonable amount of experience; but experience alone can not make up for either one of the fundamental qualities named above. It frequently happens that Boards pay a good price for experience when if the character of that experience were known it would be found to disqualify rather than to recommend the employment of the candidate.

One of the requirements which should be understood by the candidate seeking employment is the capacity and willingness of the teacher to do "team work,"—to cooperate with principal and teachers in those little extraordinary services which the individual in any community should contribute to the common good.

In the matter of scholarship the Senate of the University of Illinois recently approved the following recommendation from the Committee on Educational Policy:

> "That a statement be issued by the University to the effect that it is important to the welfare of the high schools of the State and to the high-school work of the high-school graduates that only those who have had four years' work of college grade beyond the four-year high-school course, or who have done work equivalent to the same, should be appointed in accredited high schools as teachers of the subjects of the ordinary high-school curriculum—exclusive, that is, of music and vocational and industrial subjects."

Thus while the University does not say to the accredited high schools that only teachers having the grade of scholarship mentioned will be approved, especial emphasis is put upon this standard as relating directly to the welfare of the high schools.

Attention may here be called to the fact that a similar standard of scholarship is required by the North Central Association of Colleges and Secondary Schools in its accrediting of high schools. Also that most of the states granting subsidies to high schools require a similar

qualification on the part of high school teachers. California goes even beyond this and requires master's degrees in many cases.

IV. Methods of Selection and Nomination of High School Teachers

The source of supply of high school teachers must necessarily be chiefly from the colleges and universities, including normal schools doing four years of work of college grade. In all these institutions some one is assigned the duty of answering calls from superintendents and boards for the recommendation of teachers to fill vacancies that have arisen or new positions that have been created in certain high schools.

To such committees or secretaries having in charge the appointments work of an institution school authorities desiring teachers may apply usually with the expectation of prompt attention to such calls and of reliable recommendations as to the character of the candidates named.

Generally speaking the superintendent or principal of a high school should be permitted some choice in the matter of teachers to be employed. In fact, if these officials are what they should be, they should be requested to nominate their assistants subject to approval by the Board.

V. The Problem of Salaries

There are many who seem not to understand the problem of salaries of high-school teachers. This is probably due to the fact that the conditions governing this part of the problem are not well understood. In the first place the preparation of high school teachers costs more than that of most elementary teachers. Then there are fewer people seeking to teach in high schools in proportion to the number of positions than are seeking elementary teaching positions.

In the case of some special lines of high school teaching, such as agriculture, commercial work and manual training those best qualified for such positions are also in demand in the various practical fields which they represent. Thus the competition is stronger and salaries of these special teachers must be usually a little better than salaries of teachers of academic subjects in order to interest people trained for these lines of work in school teaching.

Superintendents and boards should study these conditions carefully and be prepared to meet the needs when seeking to employ teachers. To this end the following tabular presentation of teachers' salaries in high school districts will be found helpful:

Public High Schools. (Blanks indicate that report was not sent.)	Salaries							
	Elementary			High School			Superintendent	H. S. Principal
	Maximum	Minimum	Average	Maximum	Minimum	Average		
	$	$	$	$	$	$	$	$
Abingdon.....	595.00	382.50	488.75	637.50	510.00	573.75	1500.00	1050.00
Albion.....	440.00	280.00	360.00	480.00	400.00	440.00	1067.50	700.00
Aledo.....								
Altamont.....	675.00	450.00	562.50	637.50	630.00	633.75	1500.00	810.00
Alton.....	700.00	400.00	550.00	1100.00	700.00	888.50	2800.00	1800.00
Amboy.....								
Anna.....	680.00	468.00	498.00	595.00	510.00	554.00	1275.00	765.00
Arcola.....	657.50	467.50	552.50	765.00	640.00	702.50	1350.00	945.00
Arlington Hts....	550.00	600.00	671.00	800.00	700.00	750.00	1600.00	800.00
Armington (Hittle Tp.)...	850.00	382.50	480.25	680.00	637.50	658.75	.....	1000.00
Arthur.....	490.00	450.00	468.00	720.00	675.00	697.50	1000.00	720.00
Ashland.....	517.50	450.00	486.00	680.00	595.00	637.50	1020.00	680.00
Ashton.....	617.50	427.50	494.00	630.00	630.00	630.00	1035.00	630.00
Assumption Tp...	573.75	300.00	451.70	765.00	637.50	697.00	.....	1300.00
Astoria.....								
Atlanta.....								
Atwood.....	560.00	450.00	503.00	595.00	595.00	595.00	1050.00	595.00
Augusta.....	540.00	427.50	450.00	810.00	510.00	680.00	1100.00	810.00
Aurora (East)...	850.00	400.00	.....	1300.00	650.00	1050.00	3350.00	2500.00
Aurora (West)..								
Avon.....	510.00	467.50	478.00	601.25	552.50	568.75	1300.00	630.00
Barrington.....								
Barry.....	510.00	340.00	.....	595.00	510.00	538.33	1250.00	680.00
Batavia.....	650.00	500.00	560.00	900.00	650.00	755.00	2200.00	1000.00
Beardstown.....	675.00	405.00	492.93	855.00	675.00	741.25	2100.00	900.00
Belleville.....				1400.00	750.00	1081.25	2100.00	1600.00
Bellflower Tp. .	637.50	340.00	425.00	552.50	552.50	552.50	.....	1200.00
Belvidere.....	720.00	450.00	540.00	1050.00	750.00	908.33	2300.00	1500.00
Bement.....								
Benton Tp.....								
Biggsville Tp....	595.00	382.50	467.50	765.00	675.00	720.00	.....	1035.00
Bismarck Tp.....	765.00	450.00	522.00	765.00	630.00	697.50	.....	1080.00
Blandinsville....	510.00	425.00	459.00	510.00	510.00	510.00	1000.00	637.50
Bloomington.....								
Blue Island Tp...	850.00	650.00	.....	1300.00	750.00	1065.00	3600.00	3500.00
Bowen.....	467.50	425.00	446.25	850.00	552.50	651.67	850.00	552.50
Bradford.....								
Bridgeport Tp....	900.00	450.00	685.00	950.00	675.00	825.00	.....	1500.00
Buda	585.00	495.00	540.00	672.00	540.00	606.00	1300.00	672.00
Bushnell.....	510.00	467.50	479.82	637.50	637.50	637.50	1400.00	900.00
Byron.....	585.00	450.00	526.00	652.50	585.00	618.75	1350.00	652.50
Cairo.....	900.00	360.00	450.00	1035.00	495.00	773.00	2600.00	1350.00
Cairo (Sumner).	630.00	315.00	472.50	630.00	450.00	574.00	2600.00	1125.00
Cambridge.....								
Camp Point.....	637.50	425.00	544.00	680.00	595.00	637.50	1200.00	807.50
Canton.....	742.50	405.00	.....	1044.00	450.00	739.50	2100.00	1600.00
Carlinville.....	467.50	382.50	433.50	630.00	540.00	570.00	1575.00	810.00
Carlyle.....	540.00	450.00	486.00	720.00	540.00	618.75	1350.00	810.00
Carmi Tp.....	637.50	351.05	401.62	977.50	637.50	782.00	.....	1062.50
Carrollton.....	675.00	450.00	495.00	720.00	675.00	697.50	1350.00	1000.00
Carterville.....								

Public High Schools. (Blanks indicate that report was not sent.)	Salaries							
	Elementary			High School			Superintendent	H. S. Principal
	Maximum	Minimum	Average	Maximum	Minimum	Average		
	$	$	$	$	$	$	$	$
Carthage	595.00	403.75	500.00	900.00	595.00	685.70	1600.00	1200.00
Casey	680.00	340.00	510.00	595.00	510.00	552.50	1200.00	765.00
Centralia Tp.	810.00	360.00	495.00	1000.00	630.00	765.83	.....	2000.00
Champaign	725.00	468.00	553.00	1200.00	900.00	869.00	2500.00	1900.00
Charleston	652.50	472.50	547.47	810.00	720.00	778.47	2000.00	1100.00
Chatham	510.00	467.50	488.75	585.00	585.00	585.00	1150.00	.....
Chatsworth	585.00	495.00	540.00	630.00	630.00	630.00	1200.00	675.00
Chenoa	517.50	495.00	.....	652.50	652.50	652.50	1250.00	742.50
Chester								
Chicago Hts. Tp.	.....	.....	.....	1350.00	750.00	900.00	.....	2400.00
Chillicothe Tp.								
Chrisman Tp.	720.00	360.00	504.00	802.50	680.00	741.25	.....	1500.00
J. Sterling Morton Tp.								
Clayton	425.00	382.50	403.75	935.00	510.00	673.33	.....	935.00
Clinton	765.00	405.00	495.00	855.00	675.00	750.00	2000.00	1000.00
Colfax	467.50	425.00	446.25	637.50	637.50	637.50	1100.00	748.00
Collinsville Tp.	977.50	382.50	512.97	1050.00	765.00	879.37	2200.00	1500.00
Crystal Lake	585.00	495.00	517.50	760.00	617.50	689.40	2000.00	900.00
Dallas City	552.50	425.00	488.75	720.00	575.00	647.50	1150.00	675.00
Danville	675.00	495.00	.....	1200.00	725.00	961.25	3000.00	2350.00
Decatur	975.00	450.00	712.50	1500.00	525.00	917.44	3600.00	2300.00
DeKalb Tp.	990.00	450.00	540.00	1425.00	850.00	1091.67	.....	2700.00
Delavan	585.00	405.00	450.00	675.00	652.50	663.75	1200.00	865.00
DesPlaines Tp.								
Divernon Tp.	637.50	425.00	510.00	637.50	595.00	623.33	.....	1200.00
Dixon								
Dixon, North	585.00	360.00	441.00	688.66	688.66	688.66	1450.00	1000.00
Downers Grove	616.25	425.00	510.00	786.25	722.50	.....	2100.00	1000.00
Dundee	675.00	427.50	510.00	850.00	688.40	727.18	1800.00	1050.00
DuQuoin Tp.	531.25	297.50	425.00	800.00	680.00	729.50	1900.00	1150.00
Dwight	675.00	495.00	540.00	950.00	585.00	715.00	1600.00	1000.00
Earlville	712.50	510.00	.....	675.00	675.00	675.00	1100.00	765.00
East Moline Tp.	739.50	382.50	510.00	775.00	730.00	752.50	1010.00	900.00
East St. Louis	900.00	450.00	.....	1600.00	750.00	973.18	2800.00	2100.00
East St. Louis, Lincoln	900.00	500.00	700.00	750.00	750.00	750.00	.....	1500.00
Edwardsville	685.00	360.00	495.00	810.00	630.00	720.00	2000.00	1350.00
Effingham	720.00	495.00	585.00	675.00	540.00	621.25	1300.00	900.00
Eldorado Tp.								
Elgin	1125.00	450.00	738.00	1500.00	712.50	1106.00	3300.00	2700.00
Elizabeth								
Elmhurst	697.50	540.00	604.08	783.75	783.75	783.75	1620.00	1200.00
Elmwood								
El Paso Union								
Equality Tp.	425.00	340.00	411.00	680.00	637.50	658.75	.....	1062.50
Eureka	510.00	382.50	430.27	510.00	510.00	510.00	1000.00	595.00
Evanston Tp.	.....	.....	.....	2150.00	1000.00	1559.00	.....	4200.00
Fairbury Tp.	765.00	488.75	.....	1105.00	722.50	845.75	2000.00	.....
Fairfield	510.00	340.00	403.75	722.50	552.50	637.50	1062.50	850.00
Farmer City (Moore Tp.)	765.00	450.00	685.00	810.00	675.00	738.00	.....	1400.00
Farmington	510.00	361.25	425.00	552.50	255.00	439.17	1200.00	701.25
Fisher	460.00	400.00	410.00	561.00	561.00	561.00	1000.00	595.00

Public High Schools. (Blanks indicate that report was not sent.)	Salaries							
	Elementary			High School			Superintendent	H. S. Principal
	Maximum	Minimum	Average	Maximum	Minimum	Average		
	$	$	$	$	$	$	$	$
Flora (Harter-Stanford Tp.)	1125.00	360.00	495.00	810.00	675.00	746.67	.....	1350.00
Forrest	585.00	540.00	558.00	585.00	585.00	585.00	1058.85	765.00
Freeport	.....	.....	.....	.....	.....	.....	2600.00	2350.00
Fulton								
Galena	517.50	405.00	450.00	855.00	580.00	675.00	1400.00	1000.00
Galesburg	630.00	405.00	540.00	1800.00	360.00	772.74	3000.00	2200.00
Galva	630.00	360.00	468.00	760.00	665.00	724.38	2300.00	760.00
Geneseo Tp.	.....	.....	.....	1100.00	630.00	835.00	.....	1500.00
Geneva	725.00	500.00	586.00	950.00	725.00	813.00	2100.00	1100.00
Genoa	585.00	450.00	522.00	675.00	675.00	675.00	1200.00	675.00
Georgetown Tp.	722.50	340.00	535.50	720.00	630.00	793.33	.....	1200.00
Gibson City (Drummer Tp.)	680.00	470.00	517.00	1100.00	675.00	850.00	.....	2000.00
Gilman	680.00	403.75	467.50	680.00	680.00	680.00	1300.00	723.50
Granite City	1260.00	382.50	.....	1350.00	675.00	895.00	2400.00	1500.00
Grayville	425.00	297.50	365.11	637.50	637.50	637.50	977.50	637.50
Greenfield	467.50	382.50	399.50	637.50	552.50	595.00	1445.00	637.50
Greenup	403.75	361.25	382.50	595.00	595.00	595.00	1000.00	600.00
Green Valley	495.00	450.00	459.00	540.00	540.00	540.00	900.00	540.00
Greenview	540.00	360.00	450.00	630.00	630.00	630.00	1350.00	720.00
Greenville	568.75	393.75	465.20	875.50	525.00	656.25	1500.00	1200.00
Griggsville	552.50	340.00	425.00	680.00	552.50	616.25	1000.00	680.00
Hamilton	552.50	382.50	425.00	637.50	552.50	589.65	1350.00	750.00
Harrisburg Tp.	.....	.....	.....	1450.00	630.00	940.00	.....	2000.00
Harvard	600.00	450.00	500.00	800.00	600.00	741.67	1900.00	1000.00
Harvey Tp.	.....	.....	.....	1450.00	425.00	1100.00	.....	3000.00
Havana	585.00	450.00	495.00	850.00	630.00	696.25	1500.00	810.00
Hebron	540.00	450.00	495.00	515.50	515.50	515.50	1100.00	562.50
Henry	630.00	495.00	522.00	585.00	540.00	536.67	1300.00	765.00
Herrin Tp.	675.00	315.00	396.00	1000.00	675.00	759.17	1500.00	1500.00
Heyworth	510.00	425.00	446.25	.....	.....	.....	1000.00	.....
Highland	540.00	382.50	448.00	855.00	720.00	776.25	1800.00	.....
Highland Pk. Tp.	1050.00	400.00	677.50	1650.00	500.00	1257.50	.....	3250.00
Hillsboro	552.50	425.00	467.50	770.00	600.00	683.33	1600.00	1100.00
Hinckley	630.00	540.00	568.00	630.00	630.00	630.00	1300.00	630.00
Hindsboro Union	685.00	495.00	528.75	607.50	607.50	607.50	1080.00	630.00
Hinsdale Tp.	760.00	617.50	665.00	1400.00	1000.00	1162.50	2500.00	1500.00
Hoopeston	765.00	450.00	562.50	855.00	652.50	738.75	2400.00	1300.00
Homer	552.50	467.50	510.00	680.00	587.50	633.75	1200.00	765.00
Hume								
Hutsonville Tp.	425.00	297.50	340.00	765.00	765.00	765.00	.....	1400.00
Illiopolis	510.00	510.00	510.00	680.00	680.00	680.00	1200.00	680.00
Industry Tp.	720.00	315.00	419.54	650.00	600.00	626.67	.....	1200.00
Jacksonville	722.50	425.00	586.50	1263.00	675.00	.....	2000.00	1600.00
Jerseyville								
Johnston City	540.00	378.00	382.00	630.00	630.00	630.00	1200.00	900.00
Joliet Tp.								
Kankakee	675.00	450.00	.....	1500.00	800.00	1014.30	2300.00	1600.00
Kansas	510.00	510.00	510.00	595.00	595.00	595.00	1250.00	680.00
Keithsburg								
Kenilworth (New Trier Tp.)	.....	.....	.....	2200.00	700.00	.....	.....	3750.00

Public High Schools. (Blanks indicate that report was not sent.)	Salaries							
	Elementary			High School			Superintendent	H. S. Principal
	Maximum	Minimum	Average	Maximum	Minimum	Average		
	$	$	$	$	$	$	$	$
Kewanee	805.00	380.00	555.00	1425.00	522.50	947.50	2600.00	1600.00
Kinmundy	425.00	361.25	393.12	600.00	425.00	512.50	1200.00	735.00
Knoxville	510.00	467.50	484.50	630.00	540.00	585.00	1500.00	787.50
Lacon Union	495.00	360.00	414.00	585.00	585.00	585.00	1200.00	720.00
LaGrange Tp.	.....	.....	.....	1900.00	450.00	1397.83	.....	3000.00
LaHarpe	467.50	361.25	403.75	637.50	637.50	637.50	1125.00	616.25
Lanark	552.50	425.00	442.00	630.00	630.00	630.00	1550.00	675.00
La Salle-Peru Tp.	800.00	400.00	573.00	2200.00	900.00	1200.00	.....	4000.00
Lawrenceville Tp.	730.00	240.00	570.00	900.00	720.00	785.00	.....	1440.00
Lena	510.00	425.00	442.00	600.00	600.00	600.00	1300.00	695.00
Le Roy	595.00	383.00	467.00	722.00	552.00	623.00	1400.00	850.00
Lewistown	488.75	382.50	421.60	585.00	585.00	585.00	1200.00	765.00
Lexington	675.00	517.50	562.50	630.00	585.00	607.50	1100.00	810.00
Libertyville	585.00	517.50	581.85	810.00	630.00	720.00	.....	1350.00
Lincoln	900.00	425.00	500.00	950.00	750.00	807.14	2000.00	1200.00
Litchfield	648.00	450.00	517.50	675.00	648.00	652.50	1650.00	900.00
Lockport Tp.								
Loda	562.50	450.00	500.85	585.00	585.00	585.00	1000.00	630.00
Lovington Tp.	915.00	450.00	576.00	810.00	675.00	729.00	.....	1260.00
McHenry	540.00	405.00	472.50	585.00	585.00	585.00	1300.00	760.00
McLean	510.00	382.50	467.50	510.00	510.00	510.00	900.00	640.00
McLeansboro								
McNabb (John Swaney)	652.50	630.00	641.25	630.00	585.00	607.50	.....	1300.00
Macomb	595.00	495.00	.....	800.00	765.00	773.75	1800.00	1200.00
Madison	630.00	315.00	472.50	855.00	720.00	.....	1800.00	1125.00
Magnolia								
Mansfield	552.50	425.00	478.12	637.50	637.50	637.50	1147.50	595.00
Manteno	585.00	495.00	528.75	540.00	540.00	540.00	990.00	675.00
Marengo	617.50	475.00	553.00	895.00	712.00	793.75	1600.00	1000.00
Marion Tp.	1500.00	315.00	489.00	1080.00	720.00	900.00	1500.00	1500.00
Marissa Tp.	.....	.....	.....	892.50	552.50	714.00	.....	1050.00
Maroa	.....	.....	.....	720.00	720.00	720.00	1100.00	855.00
Marseilles								
Marshall Tp.	600.00	200.00	300.00	950.00	675.00	743.33	.....	1575.00
Martinsville	600.00	340.00	425.00	590.00	340.00	506.67	1000.00	850.00
Mason City	540.00	450.00	482.49	765.00	585.00	675.00	1250.00	855.00
Mattoon	585.00	450.00	540.00	1000.00	720.00	839.00	2000.00	1500.00
Maywood (Proviso Tp.)	750.00	400.00	.....	1425.00	750.00	1067.19	.....	2250.00
Mazon Tp.	585.00	320.00	450.00	675.00	675.00	675.00	.....	1500.00
Mendon	532.50	425.00	510.00	510.00	510.00	510.00	1000.00	680.00
Mendota								
Metropolis	472.50	405.00	441.00	652.50	585.00	630.00	1250.00	900.00
Milford Tp.	675.00	319.00	437.15	720.00	675.00	690.00	1400.00	765.00
Minonk	595.00	425.00	510.00	637.50	637.50	637.50	1200.00	680.00
Moline	722.50	382.50	595.00	1400.00	675.00	917.90	3200.00	2400.00
Momence	810.00	450.00	521.10	720.00	675.00	697.50	1400.00	1000.00
Monmouth	595.00	467.50	535.50	1075.00	675.00	829.72	2400.00	1500.00
Monticello	722.50	467.50	510.00	722.50	637.50	680.00	1350.00	807.50
Morris	585.00	405.00	522.75	950.00	630.00	765.00	2000.00	1200.00
Morrison	675.00	495.00	518.67	800.00	750.00	779.18	1600.00	900.00
Morrisonville	585.00	450.00	506.25	585.00	585.00	585.00	900.00	675.00
Morton Tp.	807.50	382.50	518.50	765.00	720.00	747.50	.....	1200.00

Public High Schools. (Blanks indicate that report was not sent.)	Salaries							
	Elementary			High School			Superintendent	H. S. Principal
	Maximum	Minimum	Average	Maximum	Minimum	Average		
	$	$	$	$	$	$	$	$
Mound City.....								
Mt. Carmel.....	850.00	361.25	501.50	850.00	532.50	692.75	1900.00	1200.00
Mt. Carroll.....	585.00	405.00	465.93	810.00	630.00	690.00	1500.00	810.00
Mt. Pulaski Tp.								
Mt. Sterling.....								
Mt. Vernon Tp.	680.00	340.00	510.00	1300.00	945.00	1110.00	.....	1500.00
Moweaqua.....	531.25	425.00	452.37	637.50	637.50	637.50	1100.00	807.50
Murphysboro Tp.	450.00	360.00	427.50	1125.00	675.00	897.50	.....	2000.00
Naperville	900.00	570.00	661.00	855.00	760.00	807.50	2000.00	1200.00
Nashville.....	440.00	360.00	386.67	680.00	612.50	646.25	1200.00	807.50
Neoga Tp.	.....	.....	.....	765.00	585.00	685.00	.....	1400.00
Newman Tp. ...	765.00	405.00	528.75	855.00	720.00	776.25	.....	1350.00
Newton.....	467.50	382.50	399.50	722.50	532.50	627.50	1200.00	725.00
Nokomis.....	532.50	425.00	446.25	537.75	510.00	541.87	1147.50	658.75
Normal.....	595.00	467.50	531.25	1150.00	675.00	825.62	1800.00	1200.00
Oakland.....	467.50	425.00	446.25	637.50	532.50	585.20	1400.00	1000.00
Oak Park Tp.....	900.00	540.00	719.10	2250.00	990.00	1329.75	.....	3200.00
Oblong.....	510.00	425.00	446.25	637.50	637.50	637.50	1000.00	765.00
Oleny.....	810.00	315.00	423.00	900.00	675.00	745.50	.....	2000.00
Onarga.....	630.00	450.00	575.28	675.00	630.00	652.50	1400.00	720.00
Oregon.....								
Ottawa Tp.	650.00	500.00	644.00	1600.00	810.00	.....	.....	2500.00
Palatine Tp.	617.50	522.50	570.00	807.50	760.00	783.75	1400.00	.....
Palestine Tp. ...	.....	.....	.....	1125.00	675.00	798.75	.....	1400.00
Pana Tp.	.....	.....	540.00	1200.00	765.00	880.56	.....	2000.00
Paris.....	532.50	382.50	488.75	1100.00	675.00	.....	2300.00	1500.00
Pawnee Tp.	640.00	350.00	500.00	810.00	630.00	745.00	.....	1600.00
PawPaw.....								
Paxton.....	675.00	472.50	540.00	810.0	675.00	738.00	2000.00	900.00
Pekin.....	630.00	450.00	516.00	950.00	800.00	875.00	1900.00	1250.00
Peoria:.....								
Averyville.....								
Central High School.....	850.00	450.00	.....	1700.00	750.00	1179.00	3750.00	2700.00
Man. Training H. S.....	850.00	450.00	.....	1600.00	550.00	1020.96	3750.00	2700.00
Peotone.....	630.00	495.00	551.00	630.00	630.00	630.00	1000.00	675.00
Petersburg.....	540.00	360.00	405.00	810.00	595.00	668.75	1500.00	1000.00
Pittsfield.....	765.00	425.00	476.00	850.00	680.00	765.00	1500.00	850.00
Plano.....								
Polo.....	720.00	528.00	582.39	720.00	720.00	720.00	1500.00	1000.00
Pontiac Tp.	630.00	450.00	531.00	1250.00	360.00	783.33	.....	2500.00
Princeton Tp. ..	630.00	405.00	540.00	1150.00	775.00	936.67	.....	.....
Princeville.....	532.50	467.50	488.75	630.00	630.00	630.00	1098.00	810.00
Prophetstown....	595.00	425.00	510.00	720.00	720.00	720.00	1200.00	900.00
Quincy.....	850.00	450.00	720.00	1300.00	500.00	948.00	2800.00	2000.00
Rantoul.....								
Raymond.....	532.50	425.00	459.00	680.00	680.00	680.00	977.50	850.00
Richmond.....	500.00	500.00	500.00	600.00	600.00	600.00	1100.00	600.00
Ridgefarm Tp. ..	765.00	425.00	539.75	855.00	675.00	795.00	.....	1300.00
Riverside-Brookfield....	.....	.....	.....	.....	.....	.....	2750.00	1900.00
Robinson Tp. ...	637.50	297.50	467.50	1100.00	900.00	1000.00	.....	1900.00
Rochelle.....	700.00	500.00	585.00	900.00	750.00	783.33	1800.00	1050.00
Rock Falls.....	540.00	450.00	495.00	630.00	595.00	612.50	1500.00	675.00

Public High Schools. (Blanks indicate that report was not sent.)	Salaries							
	Elementary			High School			Superintendent	H. S. Principal
	Maximum	Maximum	Average	Maximum	Minimum	Average		
	$	$	$	$	$	$	$	$
Rockford	675.00	350.00	*584.00	1700.00	750.00	1010.00	3500.00	3300.00
Harlem Consolidated								
Rock Island	637.50	467.50	*532.50	1227.74	425.00	811.66	.....	.....
Rollo Consolidated	675.00	600.00	642.50	800.00	650.00	750.00	1500.00	.....
Roodhouse	382.50	292.50	340.00	552.50	467.50	510.00	1200.00	680.00
Roseville Tp.	675.00	405.00	495.00	945.00	625.00	765.00	.....	1350.00
Rossville	630.00	450.00	531.54	765.00	675.00	720.00	1600.00	900.00
Rushville	540.00	405.00	432.00	720.00	495.00	612.00	1305.00	855.00
Rutland	532.50	382.50	449.65	510.00	510.00	510.00	1100.00	595.00
St. Anne	540.00	427.50	450.00	600.00	540.00	570.00	1100.00	650.00
St. Charles	652.50	450.00	552.42	810.00	787.50	798.75	2100.00	1050.00
St. Elmo								
Salem	425.00	425.00	425.00	637.50	637.50	637.50	1300.00	850.00
Sandwich	712.50	522.50	560.50	855.00	712.50	783.75	1500.00	902.50
Savanna Tp.	750.00	.....	550.00	900.00	800.00	.....	.....	1450.00
Saybrook	467.50	425.00	435.54	1200.00	557.50	784.17	1200.00	595.00
Sheffield	585.00	540.00	563.00	630.00	540.00	570.00	1500.00	.....
Shelbyville	630.00	405.00	495.00	900.00	630.00	705.00	1800.00	1100.00
Sheldon	630.00	450.00	495.00	630.00	630.00	630.00	1200.00	810.00
Sidell Tp.	722.50	510.00	590.75	720.00	675.00	690.00	.....	1200.00
Sparta Tp.	585.00	315.00	378.00	935.00	425.00	655.70	1250.00	1062.50
Springfield	800.00	500.00	.....	1500.00	850.00	1100.00	5000.00	2800.00
Spring Valley (Hall Tp.)	532.50	318.75	.....	950.00	720.00	752.00	.....	2000.00
Stanford	510.00	425.00	456.87	595.00	595.00	595.00	900.00	595.00
Staunton	467.50	340.00	425.00	722.50	552.50	637.50	1400.00	850.00
Sterling Tp.	.....	.....	.....	1250.00	400.00	904.00	.....	2500.00
Stockland Tp.	675.00	400.00	428.00	720.00	720.00	720.00	.....	1500.00
Stockton	585.00	495.00	513.00	720.00	675.00	697.50	1200.00	.....
Stonington	595.00	467.50	510.00	680.00	680.00	680.00	1000.00	700.00
Streator Tp.	585.00	450.00	495.00	1450.00	800.00	1121.40	.....	2700.00
Stronghurst	585.00	495.00	528.75	630.00	630.00	630.00	1080.00	810.00
Sullivan	540.00	450.00	495.00	1000.00	637.50	752.50	1200.00	1000.00
Sycamore	700.00	500.00	600.00	900.00	800.00	883.33	1500.00	1100.00
Taylorville Tp.	630.00	400.00	540.00	1195.00	720.00	912.80	.....	2000.00
Tiskilwa Joint Tp.	630.00	495.00	562.50	1080.00	675.00	855.00	.....	1450.00
Toulon Tp.	720.00	360.00	.....	1350.00	765.00	996.00	.....	2200.00
Tuscola	675.00	540.00	585.00	810.00	720.00	742.50	1550.00	1100.00
Urbana	900.00	518.00	586.00	900.00	720.00	738.44	2400.00	1050.00
Vandalia								
Vienna Tp.	800.00	200.00	300.00	900.00	630.00	720.00	.....	1440.00
Villa Grove	722.50	467.50	532.50	750.00	540.00	645.00	1500.00	1000.00
Virden	810.00	405.00	488.25	765.00	675.00	731.25	1600.00	.....
Virginia	510.00	425.00	444.12	595.00	595.00	595.00	1500.00	810.00
Walnut	540.00	450.00	495.00	540.00	540.00	540.00	1150.00	785.00
Warren								
Warsaw	540.00	405.00	431.00	810.00	540.00	675.00	1500.00	675.00
Washburn	540.00	495.00	504.00	585.00	585.00	585.00	900.00	.....
Washington	532.50	382.50	472.67	637.50	637.50	637.50	1500.00	900.00
Waterloo	585.00	450.00	491.88	585.00	585.00	585.00	1395.00	945.00
Watseka	771.38	541.87	590.75	1100.00	675.00	815.00	1760.00	1100.00
Waukegan Tp.	720.00	475.00	617.50	1600.00	900.00	1090.00	.....	2200.00
Waverly	510.00	382.50	425.00	510.00	467.50	488.75	1400.00	680.00

*Does not include principals

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Public High Schools. (Blanks indicate that report was not sent.)	Salaries							
	Elementary			High School			Superintendent	H. S. Principal
	Maximum	Minimum	Average	Maximum	Minimum	Average		
	$	$	$	$	$	$	$	$
Wenona.....	.....	400.00	440.00	562.50	562.50	562.50	1000.00	765.00
West Chicago...	760.00	427.50	593.75	750.00	665.00	710.00	1800.00	712.50
Westville Tp....	540.00	450.00	495.00	1125.00	675.00	843.00	1125.00	.....
Wheaton.....	760.00	500.00	630.00	1000.00	665.00	807.03	2200.00	1000.00
White Hall.....	567.50	382.50	412.00	722.50	510.00	595.00	1500.00	900.00
Wilmington.....	540.00	450.00	495.00	720.00	675.00	697.50	1400.00	900.00
Wood River.....	675.00	450.00	558.00	720.00	720.00	720.00	1500.00	900.00
Woodstock.....	600.00	425.00	530.00	800.00	700.00	770.00	1600.00	1100.00
Wyoming.....	531.25	488.75	495.12	595.00	595.00	595.00	1250.00	638.00
Yorkville-Bristol.	585.00	495.00	528.75	630.00	585.00	607.50	1350.00	720.00

In order to secure the best results, all things considered, it is desirable to so arrange the selection and appointment of teachers as to provide for as many degrees of promotion in a given school as would be consistent with the best management of any given situation.

Every time a board of education employs inferior teachers at relatively low salaries, or lends itself to acts which make the teaching position a more precarious one, it is inevitably doing that which is likely to increase the difficulties in the way of securing properly trained teachers for our high schools.

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